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23 January 1952

CAREER SERVICE COMMITTEE

Working Group on ROTATION

Minutes of 17th Meeting, 16 January 1952, 2:00 P.M.

Present: [redacted] 25X1A9a

25X1A9a

[redacted]

Career Service Committee

1. The Working Group reviewed the work done so far with respect to Rotation in relation to the work of the other Working Groups and particularly in light of Attachment 2 of "Selection Criteria". The subsequent discussion evolved agreement on the following points:

a. Planned rotation (the subject with which this Working Group is concerned) should be regarded as part of the "Development Program". Unplanned "rotation" in the sense of normal transfers to new duties will continue as before but will not be part of a career development program.

b. The Working Group reiterated its previous conclusion that regardless of the selection criteria for entering into the career system as a whole, a minimum of two years of service with the Agency be required for entry into a planned rotation program.

c. Planned rotation is primarily for the benefit of each Office concerned and only incidentally for producing individuals who may be of value Agency-wide. (No conclusion reached on this point)

2. A motion was made and adopted for the creation of a subcommittee to develop hypothetical cases to serve as some examples of the way in which the rotation program would work. The Chairman appointed [redacted] 25X1A9a to serve as this subcommittee. 25X1A9a

3. The Working Group also decided that each member of the group would present at the next meeting his own view as to the following matters:

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a. Scope of planned rotation.

(1) Types of jobs.
(2) Types of individuals.

b. Time factors.

(1) Minimum service before rotation begins.
(2) Time in each job.
(3) Relationship of time in grade to rotation.

c. Policies governing rotation.

(1) Within an office.
(2) Between offices.
(3) Between headquarters and the field - reverse, and all variations.
(4) By the substantive and administrative fields.

d. The degree of compulsion which would be required.

(1) On the individual.
(2) On the sponsoring office.
(3) On the receiving office.

e. The slot problem.

(1) "slot-on-the-back"
(2) Rotational slots

f. Policies governing handling of disputes.

4. It was agreed that the next meeting would be held on Wednesday, 23 January 1952, at 2:00 P.M.

5. The meeting adjourned at 4:30 P.M.

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